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Industry Wage Survey
Flour and Other Grain Mill Products
Great Lakes Region
September 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
January 1988

Straight-time earnings of 2,626 production and related workers in the flour and other grain mill products industry in the Great Lakes region averaged $10.36 an hour in September 1987, according to a recent survey conducted by the Bureau of Labor Statistics. Among the occupations selected for separate study, hourly averages ranged from $12.92 for sheet-metal workers to $9.66 for oilers. Packers, the largest occupational group studied, with 192 workers, averaged $9.84 an hour.

The survey also developed information on certain establishment practices and employee benefit provisions, such as scheduled weekly hours of work, paid holidays and vacations, retirement pension plans, and iife and health insurance.

A summary for this industry also is being published for the Middle West region. In addition, summaries are being prepared for the following industries and regions: Blended and prepared flour products, Great Lakes and Middle West; wet corn mill products, Great Lakes and Middle West; and rice mill products, Southwest. A comprehensive bulletin that will include all data developed by the survey is expected to be available in the fall of 1988.

The survey covered establishments with 20 workers or more primarily engaged in milling flour or meal from grain, except rice, producing such products as wheat flour, corn meal, or prepared flour and flour mixes using grain milled by the same company (industry 2041 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Excluded are separate auxiliary units such as central offices and research facilities.

The Great Lakes region consists of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin.

Data were obtained by visits of Bureau representatives to 18 of the 41 establishments in the area. These establishments, employing 2,184 workers, were selected and appropriately weighted to represent approximately 3,419 workers.

Fieldwork for the survey was directed by Ronald Pritzlaff, Assistant Regional Commissioner for Operations of the Bureau's regional office in Chicago.

Area reports may be obtained from the Bureau of Labor Statistics, Washington, DC 20212, or from any of its regional offices listed on the back page.

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Table 1. Occupational earnings: Flour and other grain mill products, Great Lakes region, September 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																										
			Under 7.25	7.25 and under 7.50	7.50 – 7.75	7.75 – 8.00	8.00 – 8.25	8.25 – 8.50	8.50 – 8.75	8.75 – 9.00	9.00 – 9.25	9.25 – 9.50	9.50 – 9.75	9.75 – 10.00	10.00 – 10.25	10.25 – 10.50	10.50 – 10.75	10.75 – 11.00	11.00 – 11.25	11.25 – 11.50	11.50 – 11.75	11.75 – 12.00	12.00 – 12.25	12.25 – 12.50	12.50 – 12.75	12.75 – 13.00	13.00 – 13.25	13.25 – 13.50	13.50 and over
All production workers	2,626	10.36	72	4	4	36	145	90	49	137	171	92	207	107	154	136	202	129	81	140	76	120	42	32	225	18	60	72	25
Selected Occupations																													
Elevator Operators																													
Cleaners, bulk [2]	21	10.39	–	–	–	–	–	–	–	–	3	–	–	–	3	9	–	–	4	1	1	–	–	–	–	–	–	–	–
Receivers	109	10.09	–	–	–	–	–	–	–	33	2	1	12	7	3	11	16	2	13	–	–	–	4	–	4	–	–	1	–
Weighers	14	10.23	–	–	–	–	–	–	–	–	–	–	8	–	–	–	3	–	–	1	–	1	1	–	–	–	–	–	–
Processing																													
Processors	458	10.45	–	–	–	–	20	15	–	15	12	8	66	26	61	21	51	21	–	52	20	33	–	17	15	2	3	–	–
Blenders	36	10.79	–	–	–	–	–	–	–	–	–	–	–	8	14	–	–	–	–	1	8	–	–	3	–	2	–	–	–
Men	31	10.50	–	–	–	–	–	–	–	–	–	–	–	8	14	–	–	–	–	1	8	–	–	–	–	–	–	–	–
Bolters	70	10.03	–	–	–	–	–	15	–	–	6	–	–	3	3	–	3	–	–	30	–	–	–	–	7	–	3	–	–
Millers, flour	188	10.41	–	–	–	–	–	–	–	15	–	6	63	–	–	3	48	–	–	9	12	24	–	–	8	–	–	–	–
Roll tenders [3]	36	10.53	–	–	–	–	–	–	–	–	3	–	3	15	–	–	–	6	–	–	–	9	–	–	–	–	–	–	–
Packing																													
Packers	192	9.84	–	–	–	20	–	5	10	8	21	6	8	17	14	–	52	13	11	2	–	–	–	–	3	–	–	–	–
Feed	26	8.98	–	–	–	–	–	–	10	8	4	–	–	–	4	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Flour	166	9.98	–	–	–	20	–	5	–	–	17	6	8	17	10	–	52	13	11	2	–	–	–	–	3	–	–	–	–
Material Movement																													
Laborers, material handling	181	10.33	–	–	–	–	11	–	–	12	–	34	12	–	23	16	14	–	2	–	25	23	9	–	–	–	–	–	–
Men	160	10.39	–	–	–	–	–	–	–	12	–	34	12	–	22	16	14	–	2	–	25	23	–	–	–	–	–	–	–
Power-truck operators	118	11.01	2	2	–	–	–	–	–	2	–	1	33	4	–	6	–	12	10	–	1	–	–	–	39	6	–	–	–
Forklift operators	112	10.92	2	2	–	–	–	–	–	2	–	1	33	4	–	6	–	12	10	–	1	–	–	–	39	–	–	–	–
Maintenance																													
Electricians	43	12.38	–	–	–	–	–	–	–	–	–	–	–	–	1	–	4	6	5	–	–	–	2	–	2	–	10	12	1
Machinery mechanics	54	12.29	–	–	–	–	–	–	–	–	–	–	–	–	–	10	–	–	–	7	–	–	7	–	9	–	–	21	–
Mechanics, general	172	10.97	–	–	–	–	–	5	–	–	–	–	21	15	–	–	10	54	8	9	12	18	–	–	1	–	19	–	–
Oilers	56	9.66	–	–	–	–	–	–	–	18	3	–	13	7	7	4	–	–	–	–	–	4	–	–	–	–	–	–	–
Sheet-metal workers	19	12.92	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	1	–	1	–	10	5	–
Service and Custodial																													
Janitors	172	9.92	2	–	1	10	9	–	9	11	20	8	11	1	5	32	5	–	–	45	–	3	–	–	–	–	–	–	–
Men	146	9.96	1	–	1	10	–	–	9	11	20	8	7	–	5	32	5	–	–	34	–	3	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all men.
NOTE: Occupations may include data for subclassifications not shown separately.

Table 2. Establishment practices and employee benefit provisions: Flour and other grain mill products, Great Lakes region, September 1987

Item	Percent of total plant employment	
	Second shift	Third shift
Shift differentials		
Workers in establishments with late-shift provisions	100.0	96.8
With shift differentials	96.8	96.8
Uniform cents (per hour)	96.8	96.8
10 cents	4.6	4.6
15 cents	5.3	-
17 cents	1.7	-
18 cents	1.6	-
20 cents	22.2	5.3
22 cents	29.4	-
25 cents	19.6	7.6
27 cents	3.2	-
29 cents	-	29.4
30 cents	9.1	21.1
35 cents	-	19.6
45 cents	-	9.1
With no shift differentials	3.2	-
Workers employed on late shifts	19.6	13.6
Receiving differentials	19.0	13.6
Uniform cents (per hour)	19.0	13.6
10 cents	1.1	.6
15 cents	1.7	-
17 cents	.5	-
18 cents	.2	-
20 cents	4.3	.4
22 cents	7.0	-
25 cents	2.7	1.4
27 cents	.8	-
29 cents	-	4.6
30 cents	.9	3.3
35 cents	-	2.3
45 cents	-	.9
Receiving no differentials	.8	-

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Scheduled weekly hours		
All workers	100	
37.5 hours	15	
40 hours	72	
44 hours	5	
47 hours	5	
55 hours	3	
Paid holidays		
All workers	100	
Receiving paid holidays	100	
7 holidays	-	
Plus 2 half days	2	
9 holidays	15	
10 holidays	22	
11 holidays	14	
12 holidays	13	
13 holidays	34	
Receiving no paid holidays	-	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Paid vacations		
All workers	100	
In establishments not providing paid vacations	-	
In establishments providing paid vacations	100	
Length-of-time payment	98	
Percentage payment	2	
By vacation pay provisions for:		
1 year of service:		
1 week	38	
Over 1 and under 2 weeks	47	
2 weeks	12	
Over 2 and under 3 weeks	3	
2 years of service:		
1 week	9	
Over 1 and under 2 weeks	5	
2 weeks	40	
Over 2 and under 3 weeks	46	
3 years of service:		
Over 1 and under 2 weeks	5	
2 weeks	50	
Over 2 and under 3 weeks	46	
4 years of service:		
Over 1 and under 2 weeks	5	
2 weeks	50	
Over 2 and under 3 weeks	46	
5 years of service:		
2 weeks	48	
Over 2 and under 3 weeks	18	
3 weeks	2	
Over 3 and under 4 weeks	33	
8 years of service:		
2 weeks	5	
3 weeks	45	
Over 3 and under 4 weeks	50	
10 years of service:		
2 weeks	5	
3 weeks	45	
Over 3 and under 4 weeks	50	
12 years of service:		
3 weeks	50	
Over 3 and under 4 weeks	47	
Over 4 and under 5 weeks	3	
15 years of service:		
3 weeks	18	
Over 3 and under 4 weeks	5	
4 weeks	34	
Over 4 and under 5 weeks	45	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
By vacation pay provisions for: - Continued		
20 years of service:		
3 weeks	5	
4 weeks	25	
Over 4 and under 5 weeks	5	
5 weeks	21	
Over 5 and under 6 weeks	45	
25 years of service or more:		
4 weeks	20	
5 weeks	23	
Over 5 and under 6 weeks	14	
6 weeks	7	
Over 6 and under 7 weeks	36	
Health, insurance, and pension plans		
In establishments offering at least one of the benefits shown below	100	
Life insurance	100	
Accidental death and dismemberment insurance	88	
Sickness and accident insurance or sick leave or both	85	
Sickness and accident insurance	85	
Sick leave (full pay and no waiting period)	3	
Sick leave (partial pay or waiting period)	12	
Long-term disability insurance	20	
Hospitalization insurance	100	
Surgical insurance	100	
Medical insurance	100	
Major medical insurance	100	
Dental insurance	81	
Health maintenance organization	21	
Retirement plans	100	
Pension	100	
Lump sum	10	

[1] Data not collected.

Scope and Method of Industry Wage Surveys

Occupations selected for study. Occupational classification is based on a uniform set of job descriptions designed to take into account interestablishment and interarea variations in duties within the same job. The occupations are chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. These descriptions, available on request, are included in the final bulletin on each survey.

Wage data. Unless designated otherwise, information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, Christmas, or yearend bonuses, and other nonproduction bonuses. Also excluded were tips and allowances for meals, lodging, or other payments in kind. The wages of learners, apprentices, and handicapped workers are excluded from data for selected occupations but are included in the total when data are presented for all nonsupervisory workers, all production workers, or all service workers.

Separate data are presented, where feasible, by sex and/or method of wage payment. However, the number of men, women, time, or incentive workers may not appear under every job because of publication criteria. Also, the total employment in an occupation may exceed the number of men and women combined because some establishments may not report data by sex.

Employment. Estimates relate to all establishments in the industry and locality as defined for the survey, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Generally, a greater proportion of large than of small establishments is studied. Each group of establishments of a certain size, however, is given its proper weight in the combination of data.

Shift provisions and practices. Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Scheduled weekly hours. Data on weekly hours refer to the predominant work schedule for full-time workers employed on the day shift.

Employee benefit provisions. Employee benefits are included if formal provisions are applicable to half or more of the group studied in an establishment. Similarly, if fewer than half of the workers are covered, the benefits are considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Information on benefit practices is presented in terms of the proportion (percent distribution) of workers provided the specific benefit itemized. Because of rounding, sums of individual items may not equal totals.

The tabulation of paid holidays provided annually presents data separately for full days and half days.

In the tabulation of vacation policies by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings is considered the equivalent of 1 week's pay.

Data for health, insurance, and retirement plans are confined to those for which at least a part of the cost is borne by the employer. Legally required plans, such as workers' disability compensation and social security, are excluded.

NOTE: Scope and method may be modified somewhat to accommodate specific survey requirements.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

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Basic Iron and Steel, 1983. BLS Bulletin 2221. $2.75*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. $1.25
GPO Stock No. 029-001-02928-4
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138. Out of print.
Grain Mill Products, 1982. BLS Bulletin 2207. $3*
Hosiery Manufacturing, 1981. BLS Bulletin 2151. Out of print.
Industrial Chemicals, 1986. BLS Bulletin 2287. $2.25
GPO Stock No. 029-001-02934-9
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Men's and Women's Footwear, 1986. BLS Bulletin 2291. $3.50
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Hospitals, 1985. BLS Bulletin 2273. $12
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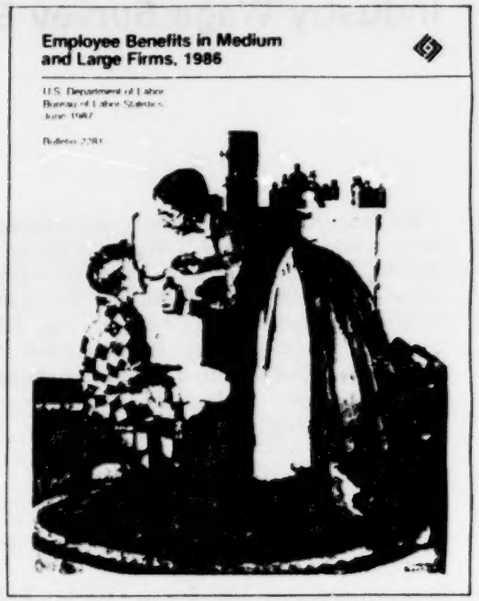

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